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Why Discuss Leadership?

- Accreditation is really a leadership issue. The standards of accreditation are solid. Convincing people of the necessity to change or document is the tough part.

Developing a Leadership Philosophy

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Session Goals

- We need to continually learn as leaders.
- An awareness of the elements of leadership.
- The importance of philosophy.
- How to develop a philosophy.
- Where to find opportunities to learn.

Why Is Leadership Development Important

- Leadership is about other people.
- Leadership is about the future.
- It is a completely different job.

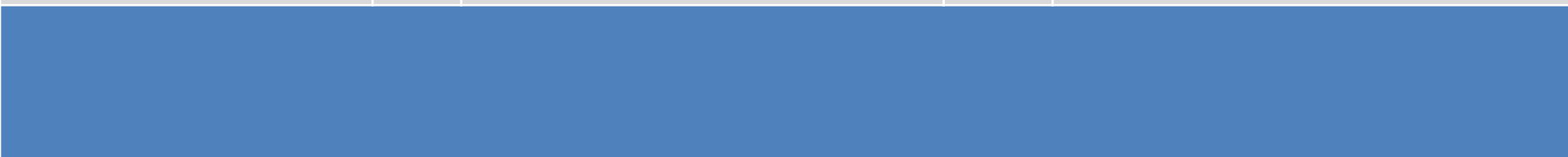
What is leadership all about?

- Alignment
- Vision
- Communication
- Trust
- Respect
- Direction and Influence

No Influence	+	The Wrong Direction	=	One Lost Person
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Influence	+	The Wrong Direction	=	Lost Team of People
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No Influence	+	The Right Direction	=	One Successful Person
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Influence	+	The Right Direction	=	Successful Team of People
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- What is the opposite of a leader? The answer is not a follower. The opposite of a leader is a loner. The opposite of a follower is also a loner. You see, to be a leader or a follower it implies that there are others around you.

- • Change within people: Although there are millions of ways to change the parameters of a job or the situation of the company or the processes under which teams operate, there are basically only three ways to change people as it relates to their work.
 - o Change their understanding.
 - o Change their ability.
 - o Change their motivation.

**Leadership is a Composite of
Many, Many Elements**

Element Discussion

- Why do we study elements?
- What are elements?
- How many are there?

Elements of Leadership

- Take a few minutes and write as many elements of leadership as you can.

Elements Cont'd

- Partner with one other person in the room and compare lists.

What are the Most Important Elements?

- Think of your top five elements of leadership.
- Rank them from one to five in order of importance as you see them.

Define Your Terms

Element	Personal Definition	Link	Rank

Elements Continued

- Partner with someone in the room to compare notes.
- See if you add, change, or delete elements.
- Did your rank order change?
- Did your definitions evolve?

Elements Continued

- You and your partner can now pair with another pair in the room to compare notes.
- See if you add, change, or delete elements.
- Did your rank order change?
- Did your definitions evolve?

Definition of Leadership

- Take a few minutes and write your definition of leadership.
- Do not use the words lead, leader, or leadership.

Definition Continued

- Partner with someone in the room you have not worked with before.
- Share your definitions.
- See if you make changes to grow your definition.

What is your Goal?

- Make a simple statement or two about the goal you have for your leadership.
- Remember that in order to lead, you must have someone following. You should consider them when writing your goal.

Goal Continued

- Partner with someone in the room you have not worked with before.
- Share your goal for your leadership.
- See if you make changes to grow your goal.

How to Learn

- Did your range of elements grow when you shared with a partner? What about a group of four?
- Did your definition grow?
- Did your goal grow?

Importance of Philosophy

Ayn Rand, an early Twentieth Century author and philosopher, once wrote:

As a human being, you have no choice about the fact that you need a philosophy. Your only choice is whether you define your philosophy by a conscious, rational, disciplined process of thought and scrupulously logical deliberation – or let your subconscious accumulate a junk heap of unwarranted conclusions, false generalizations, undefined contradictions, undigested slogans, unidentified wishes, doubts, and fears, thrown together by chance...”

Write Your Philosophy

- We'll now write your philosophy.
- Take a minute to review the template.
- Take about fifteen minutes to fill it out.

The Power of Reflection

- **Three kinds of reflection**
 - **Remembering**
 - **Thought**
 - **Active Reflection**

Where to Find Learning Opportunities

<ul style="list-style-type: none">• Get a Mentor	<ul style="list-style-type: none">• Watch a Movie
<ul style="list-style-type: none">• Critique a Public Figure	<ul style="list-style-type: none">• Follow Someone on Twitter
<ul style="list-style-type: none">• Critique Work Emails	<ul style="list-style-type: none">• Listen to a Speech
<ul style="list-style-type: none">• Watch a Leadership Video	<ul style="list-style-type: none">• Read a Book
<ul style="list-style-type: none">• Leadership Quotes	<ul style="list-style-type: none">• Critique a TV Show Character
<ul style="list-style-type: none">• Join a Service Organization	<ul style="list-style-type: none">• Ask Others about Their Job

Review

- Leadership development requires initiative and focused efforts.
- Keys to Development:
 - Awareness
 - Reflection
 - Philosophy
 - Action/Practice

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Presenter Information

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